

7 UU Principles

1st Principle: The inherent worth and dignity of every person;

2nd Principle: Justice, equity and compassion in human relations;

3rd Principle: Acceptance of one another and encouragement to spiritual growth in our congregations;

4th Principle: A free and responsible search for truth and meaning;

5th Principle: The right of conscience and the use of the democratic process within our congregations and in society at large;

6th Principle: The goal of world community with peace, liberty, and justice for all;

7th Principle: Respect for the interdependent web

8th Principle Movement

“We, the member congregations of the
Unitarian Universalist Association,
covenant to affirm and promote:
**journeving toward spiritual
wholeness**

by working **to build a diverse and
multicultural Beloved Community**

by our actions that accountably
**dismantle racism and other
oppressions in ourselves and our
institutions.”**

Dominant Culture Paradigm

Family

- Tradition
- Hierarchical
- Individual
- Little Tent
- Majority Rules

Multicultural Paradigm

Community

- Multi-culture
- Collaborative within and between groups
- Community Centered
- Big Tent
- Consent



Communities within the Community



- The communities already exist in our church, in the UUA and in our local community.
- They are the engines of the Association. UUA is an Association of Congregations.
- They are the engines of the Congregation.
- They are the places where people find connections.
- They are the bridges with the wider community.
- The well-being of the communities is an indicator of the health of our ministry.

Shifting Our Identity



- Institutional identity is shaped by the Communities that are embodied within the institution. We become who we are.
- Healthy Communities increase our welcome.
- Communities address the needs of individual members and members experience belonging.
- Communities contribute to the whole. They contribute to shaping and fulfilling the institution's mission, and vision. (Key point)
- In a healthy institution, Communities have the potential to grow themselves.



- Belief in the inherent worth and dignity of every person

- Belief in the inherent worth and dignity of each community, and the well-being between communities

The Beloved Community is

A Community of
Communities that is living
out the 8th Principle.



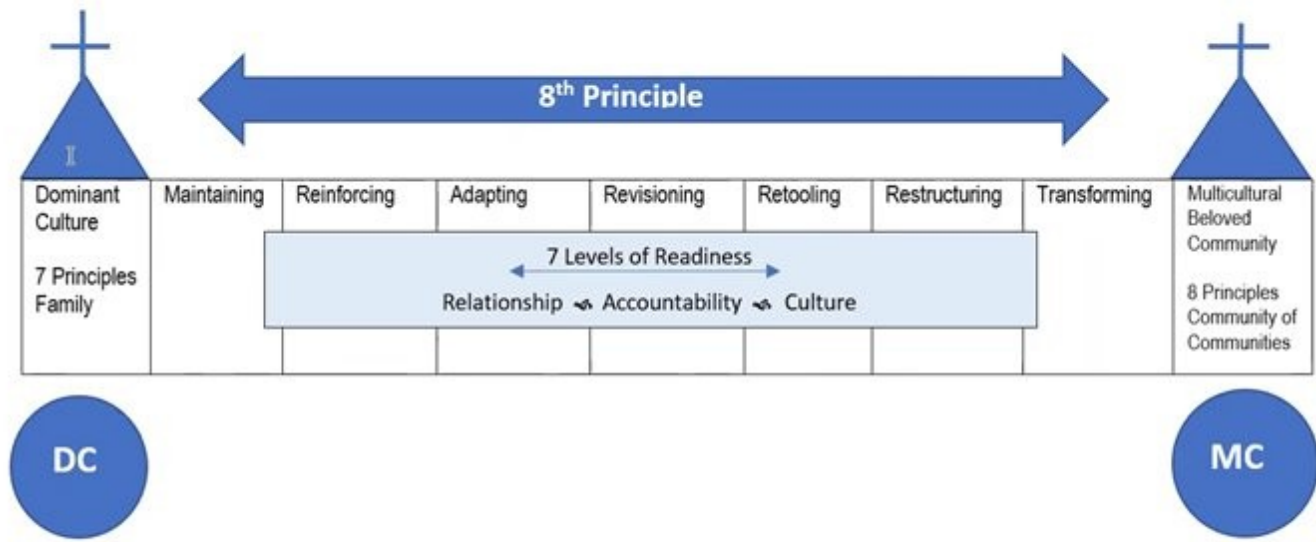
- Create an inclusive, relational environment for engagement and decision-making.
- Maximize the likelihood that the plans and decisions that you make are good ones and broad enough to meet the needs of various groups, because they were a part of the process.
- Accountability is what we measure, and how we measure it.

Does Women's Alliance have a relationship to the UU principles including the 8th principle to dismantle racism and other oppressions?

Examples

If you could change something about Women's Alliance - what would it be? What would it look like if Women's Allinace were to look like in 5 years? avision of the WOmEn'swould strengthenhacan we do to strengthen the Women's Alliance community? What changes have a relationship to the UU principles including the 8th principle to dismantle racism and other oppressions?

Examples



MAINTAINING	REINFORCING	ADAPTING	REVISIONING	RETOOLING	RESTRUCTURING	TRANSFORMING
Unexamined Status Quo	Deliberate intervention(s) aimed at putting things back the way they were.	Invitation is issued and there is <u>positive</u> response and engagement	<u>Goal-setting</u> oriented towards new and/or shared values	Learning and practicing new concepts, frameworks, tools, awareness, skills, etc.	Reorganizing processes and collaborating to fulfill the vision and meet the goals. New tools are being used.	Internalization of the changes so that new norms have been created and operate in the organization's life.

Create an inclusive, relational environment for engagement and decision-making.

Create and inclusive, relational environment for engagement and decision-making.

Maximize the likelihood that the plans and decisions that you make are good ones and broad enough to meet the needs of various groups, because they were a part of the process.

Accountability is what we measure, and how we measure it.

Relationship	Current relations	Current relations	New relations	New relations	For building new relations	New agreements	The inclusive organization
Accountability	Current accountabilities	Current accountabilities (reasserting)	New understanding of accountability	Accountability based on right relationships	For new accountabilities	Accountability	Right Relations
Culture	Current culture	Current culture	Possibility of a new culture	New shared & multicultural space & relations	For new multicultural practices	Normalizing Inclusion new culture emerges	Sustaining new & shared multicultural norms

A small, square portrait of Dr. Jones, a Black woman with short grey hair and glasses, wearing a white collared shirt under a dark jacket. The background of the portrait shows a painting of three sailboats on a body of water under a blue sky. The name "Dr. Jones" is written in white text at the bottom left of the portrait.[illegible]



Recommended next steps for all groups:

I

Describe what characterizes the level you chose.

What would it look like to move forward to another level or the next level?

Adapted by Paula Cole Jones from *Welcoming Resistance*, by William Chris Hobgood

For internal use only.